

Connecting with Colors™



In Management

Your Personalized PSA Results

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YOUR PERSONALIZED PSA SCORE

Category: MANAGEMENT

Here are the results of your assessment:



As you can see from your results, your Management Color Style is a blend of more than one Color, and these will influence your personality, attitude and behavior to the extent indicated by the percentages. You'll find that the higher the percentage, the greater the influence of that Color.

This report will first give you detailed information about your Primary Color, the strongest influence, and how this affects your Management style and interactions. This is followed by information about your Secondary Color, which also influences your basic Management personality. How you view life and live it will be the result of your unique color blend in all areas.

You will also learn in this report how to use your Color Style knowledge and techniques effectively to improve your Management relationships in the workplace or in other areas where good Management skills are vital.

THE ART OF GREAT MANAGEMENT

What's the one thing that separates you from others? Some people will say that it's your product or service. Well, those factors are very transparent and easy to replicate. Others will say that it's technology, but the half-life of technology is little more than a day now, so this is no longer a competitive edge.

What really separates you is your personnel - your staff, colleagues and associates - and that is why your customers, clients or patients work with you and stay with you.

How well you manage your employees directly relates to the message you send out to the population from which you draw your customers, clients or patients.

This the number one reason why the study of Color Styles becomes so increasingly relevant for the way you work with your staff, because this understanding must also reach out into your customer base.

Career advancement is dependent on how well you are able to integrate your strengths with the best strengths of each of the other Color Styles.

There is an art to great management, which has to do with applying what you know about personality and using it in a way that harnesses people's inherent talents and strengths to create an environment that is synergistic, where everyone wants to succeed in a self-directed fashion, striving to reach optimal performance.

RED MANAGEMENT STYLE

Reds' management style is traditional. They follow procedures, have rules and they expect people to go above and beyond the call of duty. They become stern when someone doesn't. They are leaders who are driven to get results and their preference would be: Right Now!

Red managers enjoy the process of setting goals and putting together their action plan - gathering all of the pertinent information, evaluating what has worked before and what hasn't. They like to create a master plan, eliminating questionable options, setting timelines and making sure they are on the cutting edge of everything, including change.

They drive themselves and their employees to ensure that everything happens the way it should. Unfortunately they can become disgruntled when the creative implementation isn't a straight and narrow path. But because they are such natural leaders, they are like the gyroscope that keeps everyone focused on the end result, no matter how many twists and turns the road takes. Reds are not afraid of rolling up their sleeves and becoming hands-on managers when it's needed.

To be truly great managers, Reds will do well to remember that that when focused or pressed, Blues become anxious and moody. This makes for an uncomfortable work environment for everyone. It can be confusing to a Red when Blues stop being so giving and accommodating. But if impatient Red managers get on their Blue employee's case about how long a task is taking to implement, they will feel their Blues' withdrawal. To get the status quo back again, Red managers must make the time to be extra kind and nice to them to earn back their Blues' allegiance.

Blues are incredibly loyal, steady and reliable; they are extremely sensitive to their Red boss' mood at any given moment. This is all the more reason for Reds to learn to be conscientious and appreciative of this. To get your Blues to become effective contributing members of your team, Red managers must continually encourage them to speak up and offer their inventive ideas about implementation procedures that will benefit everyone.

If you're a Red, do not underestimate a Blue's importance in a group of other colors. Blues will offer valuable insights that will be tremendously helpful. Because Blues can be emotional, you will want to soften those Red shoulders of yours and be much more accommodating, to keep your Blue in a good place.

As a Red, you are all about leading the team through the winding roads of necessary change. Think of change as an adventure so life never gets boring for you. Change, in a Reds' opinion is a constant, and in business, it's either change or die. When it comes to Blues, they prefer no change at all, but if there has to be change, they simply ask that you give them advance notice of the changes that will directly affect their schedule or workload. Do this, and they will rally and do all that they can do for you to help you navigate the waters of change with ease and grace.

Reds love goal-setting and action plans ...

What Greens need most from their Red managers to function effectively is the full-out freedom to think, innovate and create. They thrive on autonomy and nondirective management. They make the difficult look easy. Because of this, they rarely receive appreciation or acknowledgment, but it would go a long way to build loyalty and regard from them. To be effective, the Red must appeal to their reasoning abilities, trust their integrity and respect their opinions.

Green is the one color you simply must share the internal power with if you want them to perform in a way that makes you shine. To do this you must refrain from telling them what to do and how to do it, criticize them publicly, ignore their suggestions or talk over them. If you manage to get Greens out from behind their computer and they become engaged fully in social conversation, give them the reigns. Only good things will happen for you if you don't try to one-up them at this very vulnerable Green moment. If mistreated in this way, they will stop working to make you "shine".

Be conscientious about not giving them goals without established processes that you want them to include in what they design for you. Trust their integrity, be respectful of their opinions, assign reasonable time parameters and above all else, be patient with their need to ask you questions.

When Reds manage another Red, things can get intense if you, as manager, aren't "on your game," so to speak. Knowing that Reds are the most competitive of all of the Colors, gives you great insight into other Reds' minds and what will motivate them. Your Reds will like to be challenged as long as you never use an authoritarian approach or try to one-up them. A show of authority will result in a not very enjoyable situation and unproductive interplay. Their competitive nature will kick into high gear, and what should have been a collaborative effort will become a miserable battle of wills.

Never give your Reds ultimatums, simply ask them how they would prefer things to play out. By doing this, they will take full ownership of their responsibilities. This will determine whether they show up and how productively they will decide to work with others. Out of all of the colors, it is the Reds who must play well with others and this particularly applies to being so competitive with other Reds that it becomes a too intense and unproductive work environment.

Above all else, respect your fellow Reds' need to do things their way and allow them to make their own decisions. Set up your conversations in a way that puts the decision-making power in their hands by giving them choices so they can "own" and take responsibility for their own plan of action.

In managing Yellows, it is so important to remember that Yellows simply do not think like you do. You must make an effort to appeal to their creative sensitivities if you are going to get their genius working as successfully as is possible for your endeavors. If you want to get the very best from your Yellows, you will need to be consistent and sincere in your praise, compliments and appreciation of their work. Be outwardly supportive of their desire for artistic expression and learn how to smile authentically.

What your Yellows will love, coming from a Red manager, are incentives based on social activities, such as, "When this project is completed and in the can, we are all going out to celebrate."

Above all else, Reds must not micromanage Yellows' activities and talk down to them verbally or attitudinally. Reds should never ever use a condescending tone. Yellows are keenly aware of a Red's attitudinal energy. They are perfectly all right with you sitting down with them daily, as was recommended in the Green management style, to go over their "to do " lists and timelines, but you must not have an attitude about it or your relationship will disintegrate before your very eyes. Suddenly you'll find you are weeks away from completion rather than a day or two.

Don't delude yourself into thinking that Yellows will ever follow the rules and policies. Get over it. Let that ridiculous thought go. Stop policing and start appreciating all the creative ways for expansion and growth that Yellows will bring to the table and recognize how you will benefit if you will just hold a loose reign over how they get it done. Above all else, lighten up and smile more often. Yellows respond exceedingly well to a positive and light working environment.

A ONE-LINER FOR A RED MANAGER

When a Red has offended someone by being too direct is, use this best One-Liner to get things back on track. Simply say, "It was not my intention to offend you with my unfiltered directness."



GREEN MANAGEMENT STYLE

Greens' management style is visionary. They are looking for innovation, not emulation. The greatest challenge for Green managers is staying in the present to deal with the current needs and problems of their staff. The excitement of moving a project or an organization into uncharted territory makes dealing with administrative issues, mundane and repetitive tasks a low priority.

Once Greens have completed designing the system they present their vision complete with fully thought out goals, benchmarks and timelines. Greens are nondirective, meaning that because they don't want anyone telling them what to do, they mistakenly believe that no one else needs directives either.

Unless the employees themselves are Greens, they don't understand what's expected of them or how to move forward. This perplexes and frustrates Green managers, because they expect their people to act as independently as they do and use their heads to figure out what needs to be done. They can give off an attitude of "Go away; you're bothering me" and this can create hurt feelings which lead to interpersonal issues that can't be ignored.

This is a mistake, because employees of the other Colors don't understand what's expected of them without being told.

To be truly great managers, Greens will need to slow down their minds and their rate of speech, because the Green mind moves at a rate that some of the other personalities just can't match. Consequently, the communication process may break down.

Greens managers must come down from the Zone, and spend time giving their employees what they need so work can progress smoothly.

Green managing a Blue can be tricky. The success of the relationship depends upon how the Green manager is able to balance his or her focus on the features of the wonderful projects at hand, without being bogged down by the Blues' neurological need for time to talk and connect. To be an effective Green manager you will need to do some behavior modification on yourself about your precious time in the Zone. First things first: take care of your Blues. They are going to be your most loyal advocates, for they are the ones who will take your systems and implement them perfectly for you.

Yes, it takes real "down time" (time out of the Zone) to "be" with Blues emotionally and in the same physicality, but it will be time well spent. Look at it this way, slowing down to connect is a great way for your brain and mind to rejuvenate so it's ready to go again in the Zone once the Blues are happily taking care of your every need. All they need or want from you is appreciation for their contributions, so give them your approval and some quality time to feel like you are not taking them for granted.

Greens can empower Blues by "checking in" with them regularly about what they "think" about how things are going. Blues have a tendency to think what they need and want is abundantly clear and get their feathers ruffled when, as a Green, you speed right by what they consider obvious. It may be obvious to another Blue, but certainly not a Green or any of the other colors for that matter. So, make time to "check in" on a daily basis. Ask them, "How's it going?" or "Is there anything you need from me right now?" Or take time to notice them, "How lovely you look today."

Greens managing other Greens should not overlook the need to show appreciation just because it's another Green. Be cognizant that Greens can allow themselves to be overwhelmed by agreeing to too many projects. As an observer of this, you understand better than most how this can burn out a Green. So what a relief it can be for Greens to receive understanding and constructive ideas from a Green boss! Don't hesitate to step in and offer help; as a Green, you know exactly how you'd like to be helped, so give your "observation" to your Green as you'd prefer to receive it. You realize that Greens will only accept support from others who have proven themselves trustworthy - and who better than you!

Green managers: be sure to give adequate direction ...

When Greens managing Reds power struggles can happen if you are not alert! As a Green, there are a few simple things you can do to help you manage all of your Reds with ease and grace.

First, you have got to slow down your talk, your walk and your need to get back to the Zone. Don't rush it; this is going to take the time it takes. You must hand off your system to your Reds. Let it go. Recognize that it is in the project's best interest to have the Reds head this up and delegate it out to the most competent, capable people on staff.

Offer Reds challenges that allow them to develop an action plan for getting your system in place, or underway. Think of this situation as you being the architect and the Red being the contractor ready to start building the house. Reds can't take it forward if you don't hand it off. And even though I said this in the last paragraph, it bears repeating: Let it go!

Give your Reds a sense of direction, a timeline and a clear understanding of their roles. Clearly explain what needs to be done and, most importantly, what you need from them. Then let them complete the task.

And to answer your Green need to control this, "No they will not undertake the project in the same way that you would, but it will get done." So, let it go into their truly competent and capable hands.

Above all else, anticipate ahead of time that any change in direction, once the project has started, will result in them digging their heels in. Don't panic! Just present the concrete explanation let them mull it over until they think it's their idea, and then watch things move right along!

Greens managing Yellows can be a pleasure-to-pain-to-pleasure experience. Greens truly enjoy their Yellows' creative ideas and then really struggle with how a Yellow proceeds with the task at hand, specifically, completion. What a Green manager considers a timely manner and what a Yellow thinks about time are parallel opposites!

Yellows are not bound by timelines, no matter how much you nag at them about it. In fact, the more you nag, the longer everything takes. So, the best thing Greens can do for their own sanity, as well as for a synergistic working relationship with a Yellow, is to have a daily meeting about the "to do" list. Every day, both of you talk through what needs to be done first, second, third and so on. Have your Yellows repeat back to you what they've understood you to say, speaking aloud the time of the next deadline. This gives Yellows a down-to-earth, tactile understanding that may last through to the end of the day. Yellows are notorious for leaving everything to the last minute, and this of course is so very stressful for Greens. However this one connecting tactic will help tremendously in achieving project completions.

When getting close to the finish line, it's important to have "The Talk" with your Yellows about not taking any side trips for the next few days. Simply explaining that there will only be a few days without any side trips, is better for their minds than saying, "No side trips ever." Side trips for Yellows are their way of following the creative path of exploring all that the Great Out There has to offer, and they will not be denied this very fascinating part of how life happens for them.

Yellows never want to miss out on anything that could be fun. They love shopping around in the Great Out There for the most creative way to a variety of things. These are side trips that can take them hours, if not days, off task. So as a managing Green, you will save yourself a lot of frustration if you keep your communication with your Yellows a daily practice. It is a time for you to get out from behind your desk or computer and "connect," because Yellows must have "connection" and "to do lists" to function well in the here and now.

TWO GREAT ONE-LINERS FOR GREEN MANAGERS

Here are two of my best One-Liners to get things back on track with oppositional or argumentative situations:

- You could be right.
- You are right about _____, and I still _(think, feel, believe, perceive, prefer that) ____.



YOUR PERSONAL COLOR COMBO IS: RED/GREEN

HOW TO INTERPRET: This director style (Red) is focused on winning results, is great at delegating, while doing most of the work themselves (Green). Why? Because no one will do it as well as they will (Green) and they will get it done "on time" (Red).

One minute the Red/Green style may be walking the halls, shouting directives, delegating to any one standing around not doing anything, getting everybody busy, indicating that there will be no slackers tolerated, barking "Let's go, let's go, let's go" (Red), and the next minute Red/Green will take the work back from anybody who is not doing it fast enough (Green) sequestering themselves away in their office with a "Do Not Disturb" sign on the door, to do the work themselves.

REMEMBER: The more intense the situation, the more intensely Red this Color Combo will be.

IF YOUR COLOR COMBO REVERSES: If you are a Green/Red it just means the more intense the situation, the more Green you are more likely to appear, by rigidly expecting everyone to follow your system to the letter!

YOUR RED BASICS

STRENGTHS

Red's key desire is ..RESULTS!

Reds generally make great leaders and delegators. They make great administrators because they have their fingers on the pulse all of the time. They are constantly checking people out to see exactly what talents they possess, and who can do what the fastest and most efficient.

Reds are strong willed and they are intense. They make it their business to oversee work being done, and make it their business to make sure it's being done **RIGHT!**

Reds know how to take ideas and call in the people who can put them in place. They have no problem delegating all the work out. As they see it, that's their job: delegating, of course! They are bottom line people who want accomplishments and achievements to be done **NOW!**

Reds are totally results oriented. They love the feeling they get when they know that they can control things. They love stepping up and stepping out. They love taking risks. Concrete calculated risks that is. A red will never proceed until they've evaluated something thoroughly.

INTELLECT

Reds love, love, love an intellectual challenge. They love change and variation. They get bored if things are constant. They seek to be challenged and because of this, they have a mind for leadership.



They love checking every detail out. They love researching a thing from every conceivable angle.

The Reds enjoy spending tremendous amounts of time thinking things through completely and ever so thoroughly until they are absolutely certain that every conceivable angle has been sought out and not to mention the two, three and four times that every task requires to be double and triple-



checked over and over again.

Reds are the micro managers of our world - or as some would refer to them; anal retentive! And most reds would readily agree with this analogy.

Reds love, love, love using their minds to break things up into parts. That's why they are great when it comes to overseeing a system that needs to be put in place, and in delegating to those, who

they know can handle the work.

In any corporate environment, you will see more reds in managerial and executive positions than any other color. Why? Because they can delegate.

RED'S MOTTO
I Want it done RIGHT

I Want it done NOW

or

I wanted it done, YESTERDAY!

Because they are reds, they actually have a second motto. There is something everyone really needs to know about reds. They are highly, and I do mean highly, competitive. So their second motto is:

Winning isn't everything, it's the ONLY thing!

PROBLEMATIC AREA

Reds think they are the boss! I know that this is not a big deal to the reds, but to the other three colors, it is huge! As high achievement oriented and results oriented as reds are, their problematic area is **LISTENING**! But there's a reason for this:

They don't have time and they knew the answer anyway.
So why listen?

This is what can be the downfall of a red, especially a red who is in a leadership position. Time will either promote you or expose you and each of the other three colors believe that it is important to be listened to and recognized as having something relevant to add.

Reds, have a difficult time honoring this in other individuals. If you have two reds you have either 1) respect or 2) an ongoing battle of egos. If you have red with greens, you have a battle of wills and power.

Reds don't get what the big deal is, but if a red is to be a great leader, then they need to get with this program and be more accommodating and inclusive with each of the other personality styles.

Reds, really could care less because they are generally very self confident and pretty pumped up on who they are, and what they are about and so they really don't fear anyone or anything. In fact if they do experience fear, they generally utilize this as the means to jazz up and get even more competitive. They can increase their focus to laser quality when it comes to an intellectual challenge with you or a difficult situation might pose.

Reds clearly are about the business of business, and they really don't see what the big deal is when it comes to relationships. Just do your job and shut up; is basically how they see things. Their thinking is: "We are here to do a job, so let's do it! You want to have a chat, save it until after work!" This is their entire song and verse and they have no intention of changing their views on this.

Reds generally need to come down off of their perch and connect with their teams if they are to ever gain respect and loyalty.

LITTLE QUIRK

A red's little quirk is a result of the **ATTITUDE** they have toward those who they feel they must tolerate. Sometimes reds forget to bring other people along with their vision, and when they figure out that they've got a few people who don't like that, they get this **ATTITUDE** that goes something like this:

Get over it!
Get to the point!
And your point is?!
Deal with it!
Move on!



RECOMMENDATIONS

What we want to do is not only learn about ourselves, but also start thinking about the style that is most difficult to deal with and communicate to.

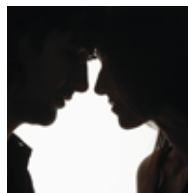
When we learn about our own style and how it depicts not only what we highly value, but how we think and integrate information, then we begin to understand why we are not on the same wave length verbally and intellectually as someone who has entirely different values and thinking processes.

For starters, people with similar tendencies are most compatible with one another socially. That's because those with common interests, habits and approaches help reinforce each other's self-esteem. In the work arena when it comes to tasks - whether it's doing a project at work, purchasing materials or determining the budget - the dynamics differ dramatically

For example, Reds and Yellows share an outward focus and often similar interests. Blues and Greens, on the other hand are both inward oriented and may like the same kinds of activities. Both Yellows and Blues aspire to be in a supportive relationship. Usually, though, it's the Blue who's in the giving role and trying to make peace and the Yellow who's trying to get everybody to "lighten-up" and have some fun!

Meanwhile, the "I want it and I want it now" directive Reds and Yellows commonly find it hard to develop rapport with the quiet, focused and internally driven Blues and Greens who are less decisive and driven toward external rewards. And the Blues and Greens, in turn, find the Reds less desirable because they're too pushy, too loud and often too bossy in their demands of them.

To the Red, who just wants results and wants them - yesterday, and to the Yellow, whose basic saying is, "Don't worry, be happy!" - the systematic Green and steady Blue can be a drag. While Blues often resign themselves to tolerate the forwardness of Reds and Yellows, the Green frequently just prefers to be left alone in their office or cubicle.



MATCHING & MIRRORING: A MAGICAL TECHNIQUE

In Matching & Mirroring each of the Color Styles simply remember to get in sync with whatever they are doing: If they are standing or sitting with their shoulders back and quite erect - do the same thing. If they use language succinctly - be succinct.

BE NICE with a Blue, soften your stance, your shoulders and your voice. Allow a connection to take place first by asking them how their day or their family is. When discussing an area of concern, simply give them illustrative and/or descriptive information with an example of how you'd like it to be. They are driven by knowledge and their key desire is to figure it out so they can do it well and be of service to you. Appreciate that!

Think **SYSTEMS** with your fellow Green - have fun talking systems and talking fast! You both already see the "big picture" so what you are both are interested in is the mental process of designing the most efficient way to get there.

Talk in **BULLET POINTS** with a Red. **SLOW DOWN!** While Reds want everything done **FAST**, they don't think fast, process information fast or talk fast. Talk slower and match their interests. If they are interested in **RESULTS**, keep your conversation with them quick and to the point. They are not interested in your systems! Get to the point, get in, get out and get done! They just don't deeply care about your process in developing a most amazing system. Dial up your inner Red and tell them what you think in sound bytes and all will go very well between the two of you.

And what about the fun loving, people oriented Yellows?! **OPEN UP** and put a big old smile on your face - then pull up a chair and sit down. Why? Because it's going to be awhile! They will want to connect with you for at least 15-20 minutes before getting down to the task at hand. Once you are going forward with whatever the two of you will be doing together remain mindful because they are about to dazzle you with their most creative and innovative ideas to help make that event you are coordinating a spectacular.

STEP INTO YOUR GREATNESS

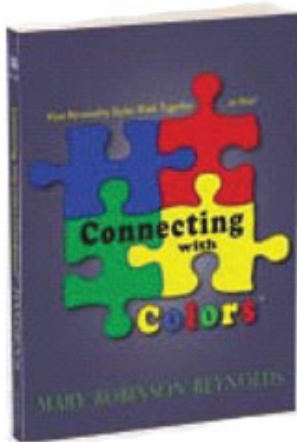
Remember, this is about being your best self, stepping more fully into your greatness. How you show up in every area of your life will either enable you to be effective and synergistic - or not. Dialing in the other person's color is the fastest way to get "connected" synergistically.

So now that you understand how you can work with each color effectively by understanding each color's idiosyncrasies and vulnerabilities, I hope you will take it to heart and to mind when it comes to simply choosing to get into sync with those you work closely to.

The person who will benefit most, will be you!

How to Make the Learning “Grow”

What to Do Next to Keep Momentum Going Forward



21st Century Transformational Leaders know that training is most effective when viewed (and conducted) as an ongoing process rather than a one-time event.

'Connecting with Colors: How We Work Together ...or Not!' A Book & Home Study Course

You CAN Make it Happen! Transform problematic personal relationships for the better with 'Connecting with Colors: How We Work, Live, Play Together ...or Not!' Home Study Course.

Put an end to de-energizing communication NOW. Dissolve the barriers when you understand the 4 Color Styles. This is the Connecting with Colors Home Study Course: 6-Session Electronically Downloadable Audio MP3s, Video and workbook that positively transforms conversations in all areas of interests: Work, Home, Management, Sales, Love/Sex/Money and Parenting/Teaching 'Tweens & Teens.

Mary will show you exactly what you can do to transform difficult people and situations in 30 seconds or less as you come to understand personality styles and the New Science as it relates to Attitudinal Energy. Mary takes you through the Colors step-by-step. This is the kind of information that is self-sustaining and amazingly long lasting. To learn how to create productive 2-Way Communication, you will want to have this information well in hand. (Book includes Complementary Access to ALL 6 Personality Style Assessments).

What you will truly enjoy about Mary's book is that you will learn what makes our individual quirks quite entertaining! You will actually feel RELIEF about those problematic areas of your own personality style. You will learn that your strengths, ironically because they are strong, are sometimes also your problematic areas. But you won't be left wondering what to do about it.

● To Learn More go to: www.ConnectingwithColors.com/HomeStudy

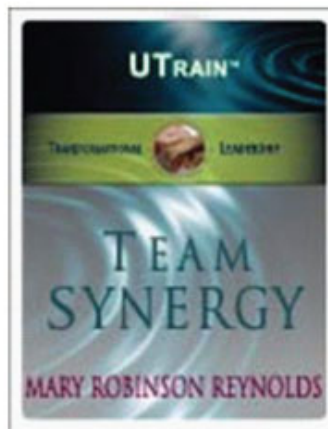
We Also Recommend these field tested training UTRAIN&Coach™ Packages

Team SYNERGY 101: 21st Century Transformational Leadership

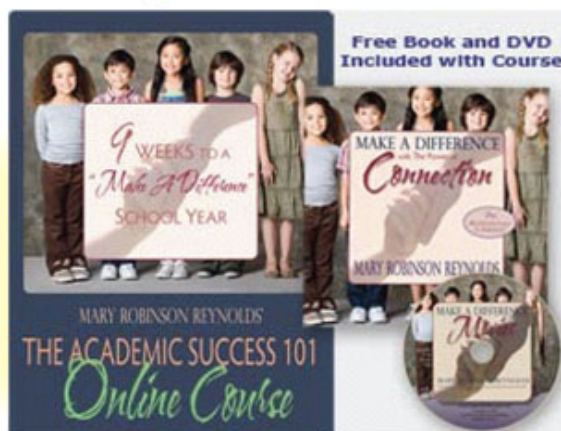
You CAN Make A Difference. Take the next step in your Leadership, credibility and professional advancement by bringing CWC to Work! You do the training with *Team Synergy 101 UTRAIN&Coach™ 10-hour Training* (Training includes 1 session for *Connecting with Colors*.)

SHIFT THE ENERGY of the entire Culture with the FOUNDATION for Team SYNERGY's 10 hour, day-and-a-half training or 10 weekly in-services, whichever works best for your organization's needs.

In addition to the 10 hours of audio downloadable MP3 – session-by-session training, you will receive Mary's additional 9-Week Make a Difference Curriculum filled full of unifying activities that generate Team Synergy. These simple yet profound activities will open the way for open, effective and compassionate 2-way communication that literally shoots productivity off the charts! The companion book is *The Power of Compassion: 7 Ways You Can Make A Difference*.



● To Learn More go to: www.TeamSynergy101.com



Academic Success 101: Online Course for Educational Professionals & Parents

Companion book to this training is *Make A Difference with the Power of Connection* Gift Book & DVD. Because Mary's professional training career started in education—she had unprecedented success with at-risk students —she developed this 15-hour training to Make A Difference in how we are training teachers and parents how to "think" about what's really going on in unproductive and intense behavioral and academic situations. (Training includes 1 session for *Connecting with Colors*.)

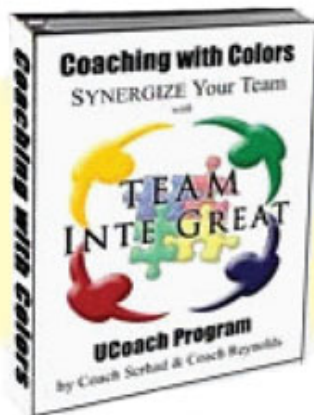
● To Learn More go to: www.AcademicSuccess101.com

Coaching with Color Styles UCoach Program

Created by Coach Mary Schrad & Coach Mary Reynolds

Create Winning TEAM Synergy by Integrating Your Team's Personality Styles: a program that gets the 4 predominate personality styles working together to WIN! Learn the how to process of improving communication as a lifelong practice. By integrating, you will become more in tune with a variety of gains. These new skills go beyond the court!

● To Learn More go to: www.TeamIntegreat.com



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Includes 6 Electronically Deliverable Short Movies

A super-sized comprehensive, cost-effective, Do-It-Yourself Training Program to bring to your entire organization with daily activities and easy to implement outlines. Programs for: Business, Education, Organizations and Churches

The intention that set the foundation for this program is that it takes 30 days to integrate a new habit. Therefore, in order to positively impact the culture of an organization engaging leaders to commit to utilizing Mary's activities in staff meetings and trainings. The activities that are designed for this program directly, gently and yet powerfully address the Social Emotional Issues surrounding self-esteem, to create an energized and uplifted corporate culture. (Training includes 1 session for Connecting with Colors)

● To Learn More go to: www.MakeADifference.com/Acknowledgment

Stay Married: Make More Love, Less Conflict

Home Study Online Course

Do you believe it will take a miracle to save your marriage? Well, understand this . . . It's not over . . . unless you decide it's over! This course teaches that the effects of love are maximal and natural in the presence of love. If and when we find our spiritual center, a miracle will automatically occur. Thought is the level of cause, and the world is the level of effects. Our greatest power to heal our marriages is our power to think about it differently. Our greatest hope lies not in "over-powering" reactions like shaming, blaming and condemning ...but in our power to transform consciousness. Statistics tell us that half of all marriages end in divorce, and the percentage is even higher in second marriages. As a society we are able to leave marriages more easily today, but Mary covers what it will take to learn how to stay married and make more love and have less conflict in this Home Study Online Course. (Training includes 1 session for *Connecting with Colors*.)



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